



Whitman County Citizens' Commission on Salaries for Elected Officials

June 28, 2019

Sandy Jamison
Whitman County Auditor
PO Box 350
400 North Main Street
Colfax, WA 99111

INTRODUCTION

Pursuant to the provisions of Chapter 36.17 of the Revised Code of Washington (Chapter 36.17 RCW), the Whitman County Commissioners established the Whitman County Citizens' Commission on Salaries for Elected Officials. the "Commission" through enabling Ordinance No. 062990 the "Ordinance." The Commission consisting of members selected in accordance with Chapter 36.17 RCW, is charged by Chapter 36.17 RCW and the Ordinance with setting salaries for Whitman County Elected Officials (excluding judges). The Commission met on May 14, 2019 in open session to set the 2020 salaries for elected officials. The Commission members volunteered their time in rendering this service and diligently performed their duties within the scope of Chapter 36.17 RCW and the Ordinance. The Commission appreciates the need to attract and retain qualified personnel for these important positions. This final report is the result of reasoned deliberation. debate, consideration of presented testimony and reflect the best efforts of the Commission in fulfilling its obligation.

FINDINGS AND CONCLUSIONS

Comparison Analysis – Salary Adjustment:

On July 30, 2018, the Commission determined salary adjustments that became effective January 1, 2019. Those adjustments were based on a comparison analysis and the average salaries for the same position(s) in comparable counties. Those Counties utilized for the comparison analysis are Douglas, Jefferson, Kittitas, Okanogan and Stevens.

2019 Salaries Adjustments (effective January 1, 2019)

Position	Percentage of Salary Increase	Monthly Salary
Commissioner	3%	\$6,021.83
Assessor	6%	\$6,320.02
Auditor	6%	\$6,320.02
Clerk	6%	\$6,320.02
Treasurer	6%	\$6,320.02
Sheriff	10%	\$8,690.00
Prosecutor*	4%	\$4,977.03
Coroner	6%	\$6,406.67

*The Prosecutor's salary above is a combination of both state and county funding.

The Commission (at the May 16, 2017 meeting) made the decision to review a comparison analysis on (even years) to determine if a salary adjustment is warranted for the succeeding year. (Odd years).

The Cost of Living Adjustment:

The Commission finds it appropriate to consider whether to make a cost of living adjustment (COLA) for the salaries established for the elected officials in (odd years) to become effective on January 1st of the following (even) year.

The COLA will be expressed as a percentage of salaries established for the elected officials in the adjustment year and subsequent years as mentioned above. The Commission determined the applicable 2020 COLA by utilizing the average COLAs established for the following six Whitman County employee groups over the past several years and the increases in the cost of living as measured by the Consumer Price Index.

- Non-Represented Employees (Undetermined for 2020)
- Courthouse Bargaining Unit (Undetermined for 2020)
- Road Bargaining Unit (2.5% - April 1, 2020)
- Solid Waste Bargaining Unit (2.5% - April 1, 2020)
- Correction Officers and Support Staff (4% - January 1, 2020)
- Deputy Sheriff Association (2% - January 1, 2020)

Therefore, the Commission deems it appropriate to award a 3% COLA to the following elected officials: (Effective January 1, 2020).

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Position	Percentage of Salary Increase	Monthly Salary
Commissioner	3%	\$6,202.48
Assessor	3%	\$6,509.62
Auditor	3%	\$6,509.62
Clerk	3%	\$6,509.62
Treasurer	3%	\$6,509.62
Sheriff	3%	\$8,950.70
Prosecutor*	3%	\$5,126.34
Coroner	3%	\$6,598.87

*The Prosecutor's salary listed above is the county's portion for 2020.

Respectfully submitted,

The Whitman County Citizens' Commission on Salaries for Elected Officials

Jean Alexander- Brandt, Chair
Eric Reiber, Member
Darren Jones, Member
Steven Burkett, Member

James Onstad, Member
Gary Schell, Member
Jamilee Gecas, Member
John Snyder, Member